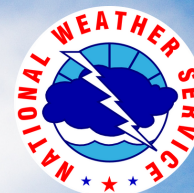




National Weather Service

Diversity, Equity, Inclusion, and Accessibility Program
Office of Organizational Excellence



Utilizing our differences...to change our future

BULLYING

What is bullying?

Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators. It is abusive conduct that is:

- Threatening, humiliating, intimidating;
- Work interference (i.e. sabotage) which prevents work from getting done; or,
- Verbal abuse.

Bullying is not covered under Title VII (1964 CRA)

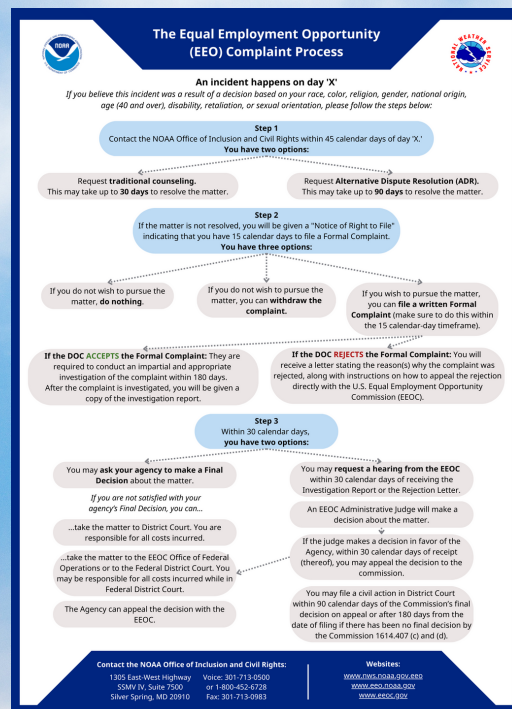
Most workplace harassment and mistreatment (80%) is not covered under Title VII. Remarkably, a hostile work environment is illegal only if based on race, sex, religion, color, national origin, genetic information, age, disability, and sexual orientation (protected classes).

Where should you report bullying behavior?

- Manager or supervisor
- If the bully is your supervisor, report it to the next level of authority

Be careful not to confuse bullying with a hostile environment.

- Remember, hostile work environments are illegal because they are the result of some form of illegal discrimination, such as race, sex, religion, age, or disability.
- Hostile work environment harassment must be reported to the NOAA Office of Inclusion and Civil Rights.
- Bullying should be immediately reported to management.
- If your manager or supervisor is the bully OR if you do not feel comfortable talking to your manager or supervisor, please contact Mary Dunbar of the NWS Diversity, Equity, Inclusion, and Accessibility (DEIA) Program at 301-427-9071 or at mary.dunbar@noaa.gov



EMPLOYMENT DISCRIMINATION

FEDERAL LAW PROHIBITS DISCRIMINATION ON THE FOLLOWING BASES:

Race, Color, Religion, Sex (including Gender Identity, Sexual Orientation, and Pregnancy), National Origin, Age (40 Years and Over), Disability, Genetic Information, and Retaliation for Participating in Activities Protected by the Civil Rights Statutes.

Employees, NOAA Corps Officers, contract employees, or applicants for employment with NOAA who believe that they have been discriminated or retaliated against may contact the NOAA Office of Inclusion and Civil Rights (OICR) or an EEO Counselor. An EEO Counselor will attempt to resolve the matter and furnish information about filing a formal complaint of discrimination.

To preserve your rights under the law, you must contact OICR or an EEO Counselor within

45 CALENDAR DAYS OF THE DATE OF ALLEGED DISCRIMINATION

TO INITIATE EEO COUNSELING, GET QUESTIONS ANSWERED, OR FOR MORE INFORMATION, CONTACT:

NOAA OFFICE OF INCLUSION AND CIVIL RIGHTS

MAIN: 301-713-0500

TDD: 301-713-0982

TOLL FREE: 1-800-452-6728

EMAIL: NOAA.OICR@NOAA.GOV



<https://www.noaa.gov/organization/inclusion-and-civil-rights/contact-us>

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